

**BRIDGE WORK--**The Yaquina Bridge at Newport is receiving a lot of attention. Above, bridge maintenance crew members, from left, Orin Vann, Bill James and Steve Carter install new safety cables to which workers clip safety belts when working on the structure. Other crew members are repairing concrete under the bridge. This spring a contractor will paint the main steel span. At left, testing the cathodic protection system are, from left, Phil Simon of Norton Corrosion Inc., Project Manager Chuck Elroy and Marty Laylor, research project coordinator. Related story page 5.

## System documents employee training

A new system for documenting employee training has been tested and implemented in the Highway Division and now is ready for use in all other divisions, according to Bob Whipps, manager of employee development.

The key feature of the system is a computerized method for listing the classes an employee plans to take in the next year and for summarizing the actual courses completed at the end of that year.

Computer storage of the information provides advantages to the employee as well as the department, Whipps said.

### Creates greater commitment

"Having the report at the end of the year documenting what has been accomplished will create a greater commitment on the part of the manager and employee to make sure the training is accomplished," Whipps said.

The summary of training will be a valuable reference when employees apply for a promotion or transfer. "People will be able to show the training they've had that qualifies or prepares them for the new position," Whipps said.

Although the system does not capture information on classes that employees have taken in the past, they can submit documented records of previous courses to be added to their permanent file, Whipps said.

Since the computer can summarize training plans for entire units, sections or divisions, the Employee Development Section can better provide training opportunities for

employees than in the past, Whipps pointed out.

"By checking statewide or division-wide plans, we can coordinate programs to meet the needs," Whipps said. "For example, if we discover a number of people in one region requesting the same type of class, we'll make arrangements for them all to take it in the most efficient manner."

After the program is implemented, employees' training plans will be reviewed during their performance appraisal, Whipps said. He also expects that when top managers conduct evaluations, they will use the system to check the type and quantity of training that managers are providing for their employees.

The training information system was developed by Max Klotz when he headed the Highway Division's Resources Unit, with assistance from Hugh Coonfield.

## ODOT offers new classes for managers

Managers and prospective managers within ODOT soon will have a number of courses available to them that are designed for the department and aimed at specific levels of managers.

Ron DeAngelo, a training officer who was hired by the Employee Development Section in October, has devised three-day seminars for first-level managers and mid-level managers.

The class for first-level managers will begin in June. It will replace the new supervisor orientation program and will be open to all first-line managers, not just new ones, he said.

Continued on page 4

## Scholars committee establishes goal of \$20,000 for employees

ODOT employees will have an opportunity to contribute toward establishment of the Jackson Scholars Fund during a six-week period between March 1 and April 12.



Dave Talbot

Parks Administrator Dave Talbot, chairman of the fund drive, said a department goal of \$20,000 has been set for 1985. Each division will have its own goal, in proportion to the number of its employees.

Contributions are tax deductible, and employees in the Highway and Parks divisions will be able to contribute through payroll deduction, Talbot said.

The eventual total goal for ODOT employees is \$50,000. Talbot said it may take two or three years to achieve that amount.

Meanwhile, the Jackson Scholars Committee, chaired by former Transportation Commission member Tom Walsh, has established a separate \$200,000 goal. Other committee members include: Cynthia Jackson Ford, Medford, daughter of the late Glenn Jackson; Warren McMinimee, Tillamook; Travis Cross, Portland; and Ron Schmidt, Portland.

The committee will solicit contributions from Jackson's former friends and business associates. The Jackson family has indicated it will also contribute toward the fund.

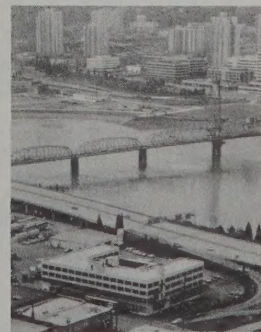
Two scholarship winners will be selected this May. Karen Roach, personnel manager, is developing a process for handling applications, evaluations and award of the scholarships. Announcement of that information will be made in the March issue of VIA.

Qualified sons and daughters of employees who have been with ODOT for at least three years are eligible to apply for the scholarships.

Winners, chosen by a committee of people from outside the department, will receive \$2,500 annually for four years, subject to certain standards of performance.

The grants will be administered by the Oregon Scholarship Commission, Talbot said.

## Inside



The Property Management Unit handles all shapes and sizes of real estate...Page 4

ODOT begins a radio news service...Page 3

The Highway Division names five people to top positions...Page 5

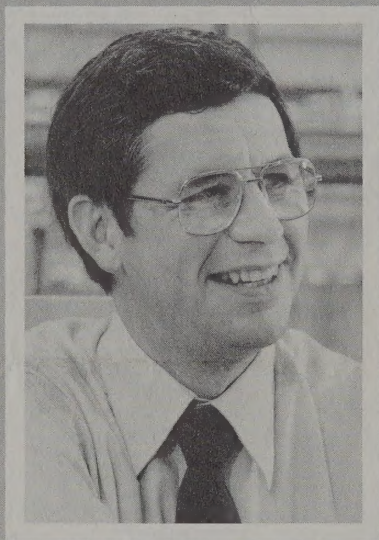


## A message from the director ....



With the coming of a new year, I always like to set personal and professional goals. As you would expect, these are heavily influenced by discussions with family, conversations with department administrators during annual performance evaluations, and my own sense of what needs to be done. You might be interested in some of my resolutions.

I enjoy my job. An article I read recently suggests that three years is a reasonable period after which a person should evaluate whether a new job is appropriate. One of my resolutions is to treat this year as the beginning of my second three-year "hitch." That forces a fresh look at ideas and ensures more enthusiasm in addressing "unresolvable problems."



I will make sure that my variety of work activities will not unduly affect my family time. Often a family member can come along with me on a trip, or an evening borrowed from one week can be paid back by another with something special planned. An office-related weekend event can offer an opportunity to take Janet and the girls along to explore a new part of Oregon.

Time-consuming activities relating to AASHTO and WASHTO, the Task Force on Comparable Worth, futures research, professional needs, and others can draw too much time away from department

activities. I need to say "no" more often to outside things. It's important that I have enough time for all of the face-to-face contact with ODOT people all around Oregon that I enjoy so much and that is so necessary.

I want to keep pushing to improve management of our work force and resources. I also have to be careful to recognize that initiating too many new ideas may be at the expense of employee overload and of getting our day-to-day work done.

High on my personal objectives for 1985 are having a successful legislative session, keeping jogging and tennis up (and my weight down), having fun resolving problems, and, of course, making sure that ODOT continues to be recognized as a productive, service-oriented department, and a good place for all of us to work.

*Fred Miller*



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## Nagel fills rideshare slot

Scott Nagel, an economist for the Environmental Unit, Highway Division, the past five years, has been named ODOT's energy/rideshare program manager as a job rotation assignment.

He replaces Cynthia Lewis, who resigned to accept a position with Kaiser- Permanente.

Nagel, 30, will coordinate the state rideshare program for the Public Transit Division. He will work with both government and private sector agencies throughout the state to facilitate car/vanpooling, and to provide information through workshops, slide presentations and newsletters.

His initial target areas will be Medford, Corvallis, McMinnville and the Capitol Mall in Salem.

A graduate of Salem's McNary High School and Western Oregon State College, he holds a master's degree in cultural geography from Bowling Green State University in

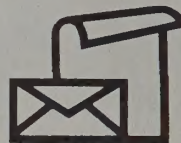


Scott Nagel

Ohio, and has completed a Ph.D. program at the University of Oregon.

He and his wife, Joyce, have an 18-month-old daughter and live in Salem.

## Letters



### Cleanliness noted

State of Oregon  
Dept. of Transportation

We stopped at a rest stop (Santiam Rest Area) this morning on our way from Salem to Phoenix, AZ.

A young woman by the name of Toni was cleaning there, making that rest stop the cleanest anywhere. I told her she deserves a raise.

Gladys Weimann  
Phoenix, AZ

*EDITOR'S NOTE: Toni Thompson, a highway maintenance worker 1 in Dist. 4, is the person cited by the letter writer.*

### Highway crew praised

Robert Hector  
Region 5 engineer  
LaGrande, OR

I would like to commend Herschel Malone and his crew in John Day for the excellent job of streambank stabilization work they recently completed at Tony Tirico's ranch here in Grant County.

The John Day River was posing a very serious threat to the state highway, and the work was vital to its protection.

Over the years, I have been involved in many jobs of this nature, but I do not think I have ever seen a better job anywhere.

Lee Brooks  
District Conservationist  
Soil Conservation Service

*EDITOR'S NOTE: Herschel Malone is a highway maintenance supervisor in Dist. 14.*

### I-84: 'A delight'

Transportation Commission

On Dec. 30 I started out in Ontario, drove to Pendleton and then turned north to Spokane. A heavy snowstorm the night before left 10 to 12 inches of snow in Ontario.

I found I-84 to be an unexpected delight. Not only was it located on

a beautiful scenic route and well designed with gradual slopes, broad curves and perfect banks, it also was plowed all the way, and it had been sanded in every spot where one might have expected less-than-usual traction.

I congratulate you for the effort it took to design, build and maintain such a wonderful freeway.

Gail Salisbury  
Tumwater, WA

*EDITOR'S NOTE: The section of I-84 mentioned in the letter stretches through three maintenance districts, supervised by Dale Hiatt, Clayton Ansell and Harry Oswald.*

### Hwy. 224 improvements

Harry Woodward  
Dist. 2C maintenance supervisor

It is my pleasure to commend you and those in your department who are responsible for the recent improvements in the section of Hwy. 224 from Carver to Barton.

The road has been the site of accidents because of its narrow, winding and poorly lighted nature. Within the past year, the center line has been restriped and reflectors installed, guard rails repaired and shoulder margins striped.

The result of this attention has brought relief to all of us.

Joe Martin, president  
Grant Park neighborhood organ.  
Clackamas

### Sanding appreciated

Fred Miller  
ODOT director

Recently I drove from Bend to Ontario and returned the next day. The highways were snow packed the entire distance both days.

I thank you and your crews for a job well done in plowing the highways and keeping them very well sanded.

Keep up the good work.

Charles Rieb  
Bend





ON THE AIR--Highway Division Information Officer Jim Bottom, right, interviews State Highway Engineer Scott Coulter for a story on the ODOT radio news service.

## State's stations call radio news service

A statewide radio news service that provides regular ODOT news stories to Oregon radio stations is underway in Salem, according to Scott Coulter, state highway engineer.

The service, which began New Year's Day, is a cooperative effort between the Highway Division and the Public Affairs Office. It features a toll-free telephone number for access by news directors and reporters on a 24-hour basis.

This is a first-time effort for the department and an important service to Oregonians," Coulter said. "It greatly increases our ability to tell people what we're doing--how we are spending their tax dollars."

News directors will be able to tape two or more recorded news or general-interest stories per week.

In addition, the service will provide immediate access to emergency information by radio station news departments, Coulter noted.

While the Highway Division will dominate the service, Parks and Recreation, Motor Vehicles, Public Transit and Aeronautics divisions will also use the system.

"During the first month, the two stories receiving the most calls were outside the Highway Division," said Jim Bottom, public information officer who is producing the news tapes.

A story on the annual start-up of the parks reservation system and another on aviation activity in the state each drew more than 25 calls, Bottom said. Other stories from the ODOT radio news service have received 15-20 calls from throughout the state, he said.

"When you consider the number of people listening to each station, this is a large audience we are reaching," Bottom said.

"I invite anyone with ideas for future stories to give me a call," he said.

### Shows work of divisions

## Biennial report printed

How is ODOT "Serving Oregon On The Move?"

Find out by reading the 1983-85 Biennial Report with that title. Last month the Policy and Planning Section distributed the report as one of four volumes of the department's transportation plan.

The section sent copies to most ODOT offices and to legislators who deal with transportation issues. As with the previous biennial report, "Challenges for the 80s," the document will be used for employee recruitment. It also will be provided to people requesting general information.

"Even for long-term employees, the document is a great orientation, showing how the divisions work separately and together," said Karen DeLorenzo. A training officer from the Motor Vehicles Division, she edited the publication as a rotational assignment with Mark Ford, plan support supervisor in policy and planning.

"Although modeled after the corporate annual report, this publication is not as technical. Most people should be able to read and understand even the financial data presented," Ford said.

Ford and DeLorenzo thanked all staff members in each division who provided information and helped assemble the report.

## Citizens help pick bridge firm

A team of Highway Division engineers and a citizens' advisory committee have selected a consulting firm to begin designing a replacement for the Alsea Bay Bridge at Waldport.

The design firm of Howard, Needles, Tammen and Bergendoff was selected in early January from six finalists.

Ed Hunter, assist state highway engineer, said this was the first time the division has used a citizen committee to give advice on the selection of a consultant. The five-member group will be involved in each step of the bridge-type selection process, he said.

Drawings for a new bridge could be ready by the end of next year.

"Funding is a question not answered yet," said Bridge Engineer Walt Hart. "That will have to be addressed by the Transportation Commission."

## The Capitol Scene...

By George Bell  
Assistant Director  
Intergovernmental and Public Affairs

As far as most ODOT employees are concerned, it's no big deal when the legislators come to Salem every two years.

The main work of the department goes on without a hitch: snow is plowed, paper is processed, licenses are issued, fees are collected, structures are designed and reports are written.

But for a few of us, the job changes drastically. The Capitol becomes the demanding focus of our day-to-day work. And it stays that way until adjournment, usually six or seven months later.

Division administrators are right up on point the whole time. Legislators like to talk with the main person, not some assistant or substitute, so administrators are frequently called upon--often on short notice--to explain some division function and how a proposed bill might affect it. Questioning is not always friendly.

### Aides serve as eyes and ears

But the administrators can't be everywhere at once, so four of them have named a member of their staff to serve as their eyes and ears in the Capitol: Roger Ritchey for Paul Burket in aeronautics; John Elliott for Dave Talbot in parks; Vinita Howard for Dave Moomaw in motor vehicles; and Bob Hamilton (with Max Klotz as understudy) for Scott Coulter in highway.

Denny Moore, with a smaller agency and staff, prefers to handle Public Transit Division legislative chores by himself.

These legislative aides and others meet with me weekly, and each reports on how legislation affecting that division is faring. They're interesting sessions, with not infrequent discussions of the latest rumor or gossip sweeping the Capitol corridors.

I sift through their reports and draft a weekly legislative newsletter on the major bills. It is mailed to the Transportation Commission and to our department managers and supervisors, so that everyone is kept reasonably well posted on what's happening.

### Ultimate resources

If a problem or issue surfaces that can't be dealt with routinely, the aides inform their administrators, and I brief Director Fred Miller. Usually the matter can be unsnarled at the Monday morning ODOT executive staff meeting.

On occasion it will be necessary for Fred to get personally involved with an issue. In those cases, individual appointments are scheduled with legislators, and the issue is worked out.

Only in rare instances, involving major policy questions or disputes, will the Transportation Commission members and the Governor become involved. But those ultimate resources are there if their help is needed. We don't go to those wells too often.

Each legislative session is different, of course, as legislators and issues change with the times. But ODOT's system for coverage that I've just described is pretty much the same one that has served the department well for the last three sessions.

There is every reason to be confident, thanks in part to the coverage system, that ODOT will have another successful legislative session.

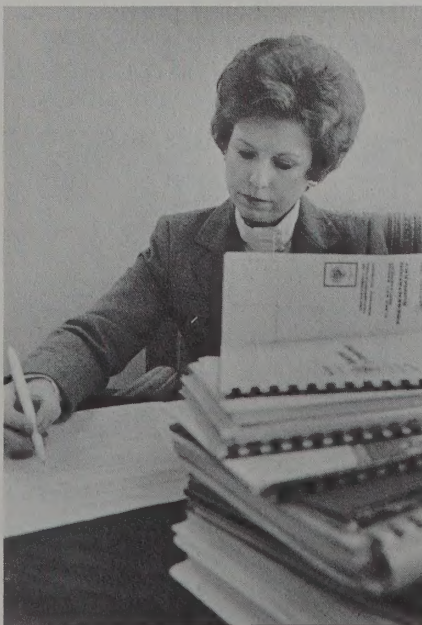
## DMS crews meet to exchange ideas

In what may become an annual event, Highway Division district maintenance supervisors met Jan. 9 in Milwaukie to schedule equipment use and share information.

Host Maury Payne, District 2B maintenance supervisor, said the first such meeting was held last year to schedule the use of three cold planers that move throughout the state to grind pavement surface. The supervisors felt this was also a good time to compare notes on specific projects and problems.

This year's meeting featured presentations and demonstrations of road repair materials and methods, asphalt recycling and a large vacuum to remove small particles from a roadbed behind a grinder.

Payne said supervisors identified needs for six more cold planers to handle the volume of work expected next summer.



PROPOSAL PILE--Carol Williams, a member of the citizen committee, begins to evaluate proposals.



This is part of a series taking a close look at one unit or section with in ODOT.

# Unit manages highway property

Jim Dixon doesn't look like a land baron. But he controls more property in Oregon than nearly any person.

Monthly income from rentals tops \$200,000. Realty sales in 1983 hit \$1 million, and that was a slow year, he said.

As property manager in the Property Management Unit, Dixon's domain ranges from tiny plots of land renting for \$18 a year to a huge warehouse generating a \$6,000 monthly income.

Dixon's holdings were all acquired by the Highway Division's Right-of-Way Section, usually for highway construction projects.

The land parcels, apartments, quarries and quagmires come to Property Management as the result of varied circumstances, Dixon said. "Generally, we manage property that is not being used for the intended purpose when purchased," he said.

When projects such as the proposed Mt. Hood freeway were dropped, the Right-of-Way Section already had purchased a great amount of property. It then was transferred to Property Manage-

ment to lease or rent and eventually sell.

Selling creates another type of business for the unit. "Until 10 years ago, we sold only for cash," Dixon said. "However, we began to accumulate many properties. To facilitate sales, we offered some property on contract." The unit now processes monthly payments for about 250 such contracts.

Several other duties related to the management of property logically fall under the unit's control:

- Rental and sale of homes the department has purchased from employees as the result of a transfer (currently about 15 houses).

- Managing the five retail spaces in the Justice Center, located in Portland.

- Processing requests to add or change access to controlled-access highways.

- Disposing of property for other governmental agencies, such as the Univ. of Oregon and the General Services Division.

- Renting office space for Highway Division staff located outside state buildings.

Add all those assignments together, and the unit takes responsibility for 5,000 pieces of property, including 600-800 rentals in any one month.

The unit leases a few square feet of land in several locations for radio towers, flagpole sites and air quality monitoring stations.

Other holdings include pastures, orchards, houses, commercial buildings and several blocks of buildings in Portland's industrial area.

The unit even collects rent for air. People rent "air rights space"—the space between the ground and highway overpasses or bridges. In

the Portland area, one business parks cars in this space and shuttles commuters downtown by bus.

There's an auto dealership under the Astoria bridge and a public park under a bridge in Douglas Co. "As land in the metropolitan areas becomes more costly, we anticipate that the space under elevated high-

ways or above any highway will be used for the construction of offices or retail space," Dixon said.

Six local property managers in districts throughout the state are front-line personnel with direct responsibility for properties in their areas. "My capacity as it relates to the field personnel, is akin to that of an auditor. I constantly review for

compliance with statutes and state and federal regulations," he said.

The headquarters staff, which has grown from two people to five in the past seven years, handles the paperwork for selling property, collecting rents and paying expenses, Dixon said. "Many people don't realize that when we're deriving revenue from this property, we pay property taxes, too," he said.

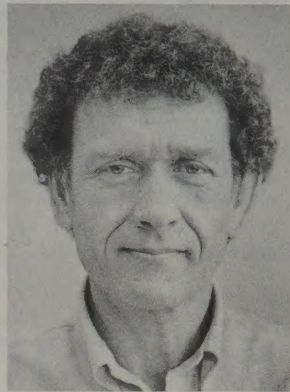
## Two computers ordered

The unit has ordered two personal computers to help process this high volume of ever-changing information. "Our record keeping system is in the dark ages. We hope the computers will help us with our paperwork," Dixon said.

The attitude of tenants toward their state landlord creates another problem for the unit. "Some think it's not as important to pay their rent, that the state is soft and has plenty of money," Dixon said.

During the past two months, Dixon told local property managers to inform tenants they would be evicted if payments weren't made. Collections have improved since then, he said.

"We deal with all kinds of people, but usually the good ones make up for the bad," he said.



Jim Dixon



**HOLDINGS VARY**--Property Management Agent Gary Knowlton, Portland, surveys the range in size of real estate handled by the unit--from a warehouse of several thousand square feet to a pathway extending only a few feet.

## New classes . . .

Continued from page 1

The mid-level management seminar will begin in March. This seminar will form the core curriculum that all mid-level managers will be expected to complete, DeAngelo said. He noted that people may take the course in individual modules as well as in the three-day format, and they can get credit for past classes that fit in the curriculum.

The newly developed training information system will be invaluable for tracking managers' completion of this course, he noted.

DeAngelo said each class will be offered every other month.

Portions of the three-day seminars will be taught as individual courses, as will several new electives, including: interviewing skills, writing, communication and conducting effective meetings.

DeAngelo said that department-sponsored courses have an advantage over sending employees to outside management seminars. "ODOT programs can reflect the philosophy of the department. They can more specifically cover the skills that department people need and do it less expensively," he said.

He envisions that the Silver Falls Management Development Program will continue to exist as a pre-supervisory course for people identified as having management potential.

## Heads list of '84 retirees

### Brown ends 47-year career

Jim Brown, a highway maintenance supervisor with the Region 3 striping crew, headed the list of 1984 retirees with 47 years of service to the division.

Notice of his retirement did not reach VIA until after press time for the last issue.

His father, who died recently, also was a long-time division

employee. He retired in 1957 after 35 years.

Brown's first job was pushing a wheelbarrow on a paving crew for 32 cents an hour, he said. That was only in the summer. In winter, he drove a snow plow at Government Camp. For 20 years he followed that schedule, except for three years in the service from 1942-45, he said.

He filled a foreman position in the maintenance section at Elgin until 1968 before taking his most recent assignment.

## Food share begins

Throughout the month of February, ODOT employees will be able to help other Oregonians by donating to Oregon Food Share, said Bob Gormsen, food drive chairman.

Employees may bring any non-perishable food items, including packaged or canned goods, to the nearest collection center. The food will be collected weekly and given to a community service organization to be distributed among needy persons, Gormsen said.



Jim Brown

## Remembering—

Norris Pendergrass, weighmaster supervisor at Eugene, died Jan. 10. He was 61. Pendergrass had worked for the Highway Division for 34 years.

## Years 5 Ago

"The biggest storm anyone can remember" that halted traffic from Jan. 8 to Jan. 11 on I-84 in the Columbia Gorge was summarized in the February 1980 issue of VIA.

Unprecedented amounts of snow fell between Portland and Hood River.

"Cascade Locks looked like a small town in northern Alaska, with buried cars and half-buried trucks, snow sleds and skiers," the article states.

District 2C mobilized 18 rotary snowplows, eight heavy plows, four medium plows, 15 light trucks, five motor graders and 125 people to move an estimated one million tons of snow.



# Five fill top positions in Highway Division

The five Highway Division staff members recently promoted to fill top posts vacated by retirees all have long and varied careers with the division.

They were selected from about 30 candidates by a panel of the three assistant state highway engineers. December retirements created more than two dozen administrative vacancies. The last of those open positions will be filled when current interviews for district maintenance supervisor positions are complete.

Four of the five promoted to top slots are engineering graduates of Oregon State University.

Although Research Engineer **Bob Blensly's** engineering degrees are from the University of Colorado and Stanford, he taught at OSU four years during a 10-year absence from the division that began in 1963. During that period he also held positions with the Highway Research Board in Washington, D.C., and the Metropolitan Service District, Portland.



Christensen



Anhorn



Pool



Adams



Blensly

During his first 14 years he headed planning activity for the Highway Division. Upon his return to the department, he spent 12 years as ODOT planning analysis engineer and in 1982 transferred to the highway Planning Section.

**Robert Pool**, location engineer, worked two summers during college as a trainee before joining the division in 1959 as a structural inspector in Ontario. His career was interrupted by two years in the Army before he took a similar position in Astoria where he next filled an assistant resident engineer slot.

Then he jumped back to the eastern side of the state to become resident engineer in Ontario for

two years. His next promotion was to district maintenance supervisor (DMS) in Pendleton. For the past 13 years he has served as assistant region engineer in Bend.

**Bill Anhorn**, Region 2 engineer, also worked summers between college years for the division before taking his first permanent job with the Bridge Section in Medford. "Then I moved across the hall to take an assistant DMS job," he said.

In 1970 he went to Salem to work in the maintenance engineer's office two years before assignment as DMS in Eugene for six years. He was promoted next to assistant Region 5 engineer, LaGrande, where he has served the past 6 1/2

years.

Region 2 Engineer **Don Adams'** 25-year career started with a traffic investigator job, then he held two sign engineer positions. Between 1971 and 1975 he gained experience as engineer in districts 2A and 2B, Region 5 maintenance engineer and Region 1 construction engineer.

The next six years he stayed in that same region as transitway project manager (mainly for the Banfield Freeway) and project development manager. In 1981 he was promoted to final design engineer, Salem.

**Duane Christensen**, road design engineer, had filled the Region 2 engineer position, now held by Adams, for the past nine months. His two previous positions, stretching over eight years, were assistant construction engineer and final design engineer.

During his first 19 years with the division, he served in the Bridge Section, working his way up to supervising design engineer.

## Visitors rate Oregon parks highly

More than 93 percent of visitors regard the quality of Oregon state parks as "excellent" or "good," while only one-half of one percent say it is "poor" or "very poor." The other 6.3 percent term quality to be "average."

Those are among preliminary findings of the 1984 Summer Survey of visitors to state parks. A summary document detailing results of the survey, which included more than 18,200 usable returns, is to be published soon.

Don Eixenberger, survey manager for the division, said 61 percent of those taking part were Oregonians and 39 percent were nonresidents.

Small groups of eight or less constituted more than 93 percent of all state park visits, while the largest block of visitors, 25.1 percent, were youngsters 13 years of age and under. People over 65 constituted 10.2 percent, and those between the ages of 21 and 49 represented 40 percent of the total.

Eixenberger said the survey

revealed:

- More than 30 percent of overnight campers use tents.
- Nearly 56 percent of the respondents said they have been visiting Oregon parks for 10 years or more.
- More than half, 52.3 percent, said they consider it unreasonable to charge non-Oregonians more for overnight camping.
- Many visitors wanted more local information and additional historic or nature programs in the parks.

## Gilmour, Bell travel to institute

Cam Gilmour, manager of the Highway Division's Environmental Section, has been selected to attend the three-week 1985 Highway and Transportation Management Institute at the University of Mississippi this month.

Gilmour will be part of a class of 39 middle- and upper-level managers from other state departments,

the U.S. DOT and the Canadian government.

ODOT Assistant Director George Bell has again been invited to serve on the faculty of the institute.

He and Doug Feaver, national transportation writer for *The Washington Post*, will conduct a half-day session with the class on public affairs and the news media.

## Project turns Yaquina into battery charger

A \$90,000 research-demonstration project is turning the Yaquina Bay Bridge into a giant battery charger, according to Leon Brock, Highway Division research coordinator.

"Essentially, we're hooking up a giant battery charger to the Yaquina Bridge," Brock said about a test project that will soon feed very low voltage current through two of the structure's steel spans.

Brock said ocean saltwater permeates concrete and attacks reinforcing steel. When the steel rusts, it expands and cracks surrounding concrete, damaging the bridge.

"The corrosion itself is like a battery," he explained. "We're reversing the direction of the current flow and stopping the corrosion the battery produces."

"It will probably take at least two years to know results for sure," he noted.

## Beach hired for personnel job

Dale Beach, 47, fills a newly created personnel analyst position in the Personnel Section.

He will be responsible for providing personnel services to the

Highway Division and will handle special projects of a department-wide nature, such as work force planning and personnel policy development.

He said the position is similar to several that he has held in other state agencies. During the past seven years with the Executive Department, Personnel Division, he has worked as compensation manager, management analyst and budget and support services manager.

Prior to that he held various analyst and management positions with the Children's Services Division for six years. He also has worked for the Boeing Company in Seattle.

Personnel Manager Karen Roach said the new position will allow all of the section's personnel analysts to spend more time in the field to assist managers and provide training.



Dale Beach

## Way Back When...



**ON TOUR**--Federal parks officials pose for the camera while Les Farnam, Highway Commission driver, fixes a flat tire on a 1918 Cadillac. Farnam, who retired in 1963, said that various state and federal officials covered the entire state in the 1920s to talk with local citizens and check possible sites for future highways and parks. They traveled on one-way dirt roads and had to ferry or ford most rivers. (Photo courtesy Les Farnam)



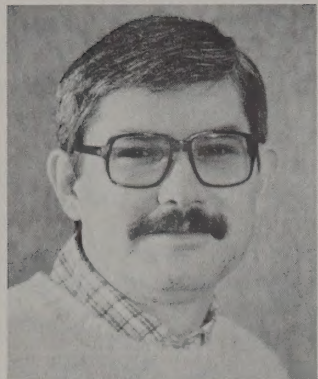
# CANDID COMMENTS

People recently promoted or transferred were asked:

**What will be the top priority during the first year in your new job?**



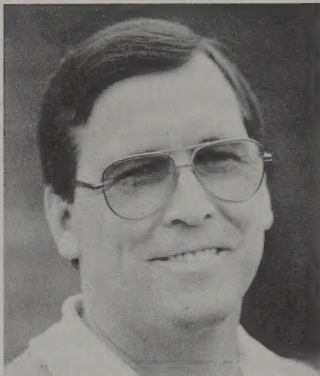
Jerry Robertson is VIA's roving photographer. VIA's editors frame the question of the month, and answers are edited only for length.



**Steve Macnab**  
Asst. Region 4 Engineer  
Bend

## STEVE MACNAB

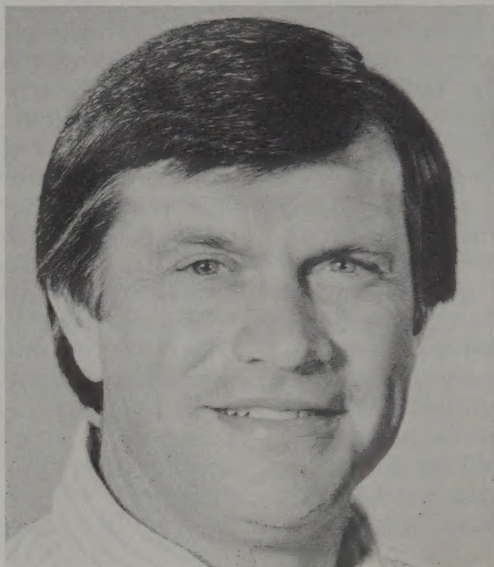
Region 4 has a lot of good people, and my highest priority is to meet them. In so doing, I will also be observing first-hand the condition of our highways. On a personal note, my highest priority is to have my family here to enjoy the area with me.



**Warren Richards**  
Asst. Region 5 Engineer  
LaGrande

## WARREN RICHARDS

During the next year I will be doing a lot of traveling throughout Region 5 becoming familiar with the area and the personnel. I also will be spending a lot of time becoming more knowledgeable about asphalt paving.



**John Grassman**  
Dist. 4 Maintenance Supervisor  
Corvallis

## JOHN GRASSMAN

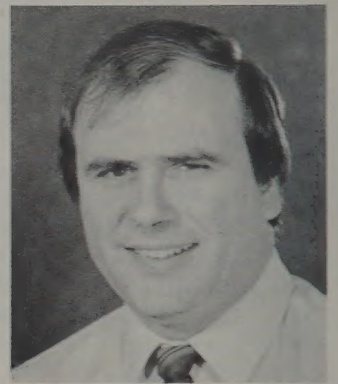
My top priority is to get up to speed as soon as possible in order to maintain a high level of service within the district. Fortunately there are competent, experienced foremen and a capable district staff to help make the change in supervision a smooth one.



**Hank Wakerlig**  
Program Unit Supervisor  
Salem

## HANK WAKERLIG

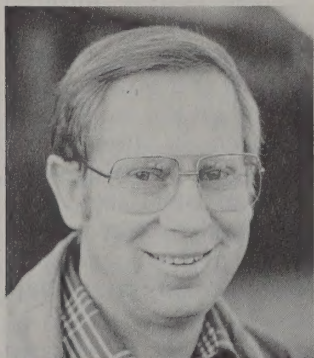
I will advance and update the Six-Year Highway Improvement Program that guides construction from 1987-92. A schedule is developed and a reference manual to guide the process is ready. Region staff will contact local officials between now and May. Then we will make a list of priorities in preliminary draft form that will be presented to the commission in November.



**Tim Thex**  
Planning Analysis Engineer  
Salem

## TIM THEX

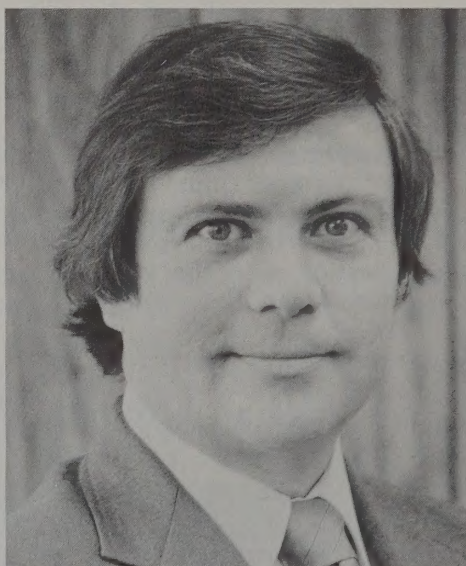
The top priority will be the integration of the Highway Plan into the Six-Year Highway Improvement Plan process. I hope to accomplish this by communicating effectively with the regions and the Program Section.



**Marty Havig**  
Dist. 6 Maintenance Supervisor  
Roseburg

## MARTY HAVIG

I plan to establish an extra gang crew in the district, which hasn't had one for a number of years. The crew would handle the major part of paving and oiling in the summer, build climbing lanes and turn refuges, repair slides and fix dangerous corners.



**Ken Husby**  
Asst. Region 2 Engineer  
Salem

## KEN HUSBY

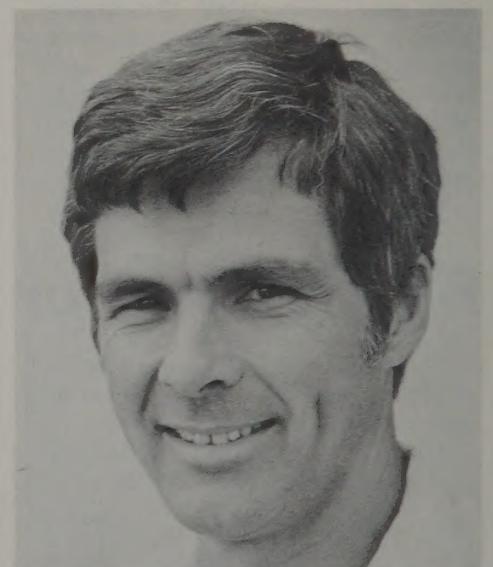
I plan to learn as quickly as possible the hows and whys of the job, including determination of project scope, project assignments, present usage of human resources and current construction techniques.

**Wayne Cobine**  
Preliminary Design Supervisor  
Salem



## WAYNE COBINE

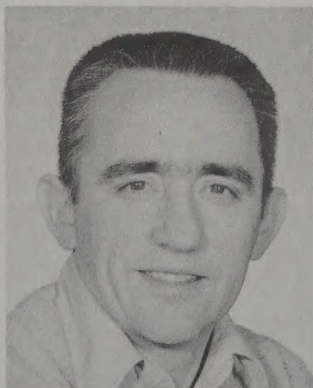
Priorities: Develop and improve the communication lines between field crews and the Location Section. Promote and establish early input into location surveys by this staff to reduce design changes on projects.



**Terry Bonn**  
Truck Shop Superintendent  
Salem

## TERRY BONN

I want to keep improving the flow of communications and equipment between the shop and the field. I plan to get out in the field more often to see what the problems are, then work towards a reasonable, workable solution.



**Terry Shike**  
Structural Design Engineer  
Salem

## TERRY SHIKE

I would like to develop effective communication between myself and the individuals on my design team, as well as to help them develop their technical skills. If these two things occur, I believe we will be able to accomplish our work efficiently and be able to enjoy it, too.



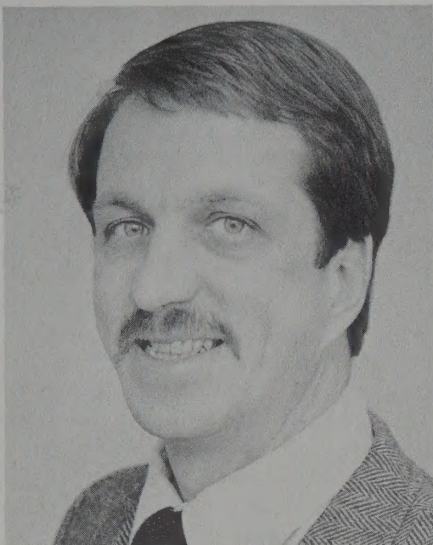
# ODOT award winners: State group honors Anderson

Allen Anderson, senior right-of-way agent, Milwaukie, recently received the annual Professional of the Year Award from the Oregon chapter of the International Right-of-Way Association.

Anderson has held his current position about one year, and had worked as a Highway Division right-of-way agent for 13 years prior to that.

He said he has enjoyed working on major projects such as the light rail installation on the Banfield Freeway and construction of I-205.

Anderson was nominated for his personal and professional development as well as his contributions to the Oregon right-of-way association.



Allen Anderson

## Suggestions generate rewards

The following employees recently received suggestion awards:

**Kenneth Rountree**, Metro Region, received a desk set for his suggestion regarding cutting pipe.

**Julie Evey**, Dist. 4, was awarded a paperweight for her ideas for reducing duplicate mailings to district maintenance offices and foremen.

**Douglas McIver**, Equipment and Services Unit, received a certificate for his ideas to improve the store-room inventory control system.

**Mark Sanger**, Metro Region, received a certificate for his suggestion to standardize cement factor determination forms.

**Willie Hargitt**, Dist. 3, received a certificate for a suggestion to put rear rack flaps on mowers.

**Kenneth Rountree**, Metro Region, suggested punching field revolving funds check stubs at the time of printing. He received a certificate.

**Christopher Horton**, Dist. 5, received a plaque and a carving for a suggestion regarding a nuclear gauge carrier that resulted in an estimated saving of \$2,500 per year.

**Wayne Cobine**, Program Section, received a plaque and a carving for his idea to use smaller paddles for type I delineators--annual savings \$2,200.

**Cheryl Maerz**, Environmental Section, received a certificate for a suggestion regarding employee leave reports.

**Richard Stumpf**, Program Section, suggested eliminating blank pages on computer printouts. He received a certificate.

**John Read**, Region 2, earned a plaque and a check for \$54.90 based on verified yearly cost savings of \$549 from his suggestion on the use of plastic survey caps.

**Edward Miller**, Metro Region, received a certificate for a suggestion regarding highway clean-up.

## Parks recognizes safe driving crews

The Parks Division has announced winners of the second annual Safe-Driving Awards for district crews for the 1983-84 Fiscal Year.

Region winners are:

Region 1: Armitage Dist. Headquarters, Crew 410-02, Rod Polly, manager.

Region 2: Cape Lookout, Crew 420-10, Ed Kornblum, manager.

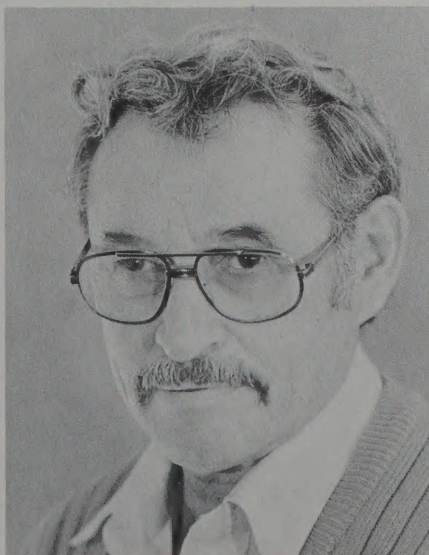
Region 3: Sunset Bay, Crew 430-06, Andrew LaTomme, manager.

Region 4: Collier Memorial, Crew 440-06, Rick Bauman, manager.

Region 5: Wallowa Lake, Crew 450-03, Dean Muilenburg, manager.

Region 3 had the best record with all but one crew driving the entire year without a preventable accident, said Larry Jacobson, deputy administrator.

Awards are presented at a luncheon for the winning crew.



Doug Greene

## Organization picks reclaimed quarry

The Highway Division in December received the Mined Land Reclamation Award from the Oregon Department of Geology and Mineral Industries for reclamation of the Rattlesnake Butte Quarry near Cottage Grove.

Doug Greene, project manager in charge of the reclamation, said more than one million tons of basalt material had been removed from the quarry for use in riprap, base material and asphaltic concrete. Both the state and Bureau of Land Management own portions of the 20-acre site.

## Moving up



### Central Services

**Carolyn Philp**, clerical specialist to administrative asst., Salem.  
**Shirley Ziebart**, management asst. B to personnel assistant, Salem.

### Highway Division

**Connie K. Alvarez**, clerical assistant to clerical specialist, Salem.  
**William G. Anhorn**, supv. hwy. engineer (SHE) D to SHE E (Region 2 eng.), Salem.

**Thomas P. Augustyn**, asst. right-of-way agent to prog. coord. 1, Salem.

**Charles D. Berry**, hwy. maint. worker (HMW) 2 to HMW 3, LaGrande.

**Michael L. Bledsoe**, engineering technician (ET) 1 to ET 2, Portland.

**Thomas M. Bradd**, sr. weighmaster to program executive B, Salem.

**Keith O. Chartier**, HMW 4 to hwy. maint. foreman (HMF) 2, Seaside.

**Pat C. Chastain**, HMW 2 to HMW 3, Maupin.

**Duane O. Christensen**, SHE E to SHE F, Road Design eng., Salem.

**Carleton T. Coffey**, ET 1 to hwy. engineer (HE) 1, Portland.

**Jerry V. Cohoe**, HMW 2 to HMW 3, Austin Jct.

**Melissa C. Conaway**, ET 1 to HE 1, Salem.

**Richard J. Davis**, HMW 3 to hwy. maint. supv. (HMS) A, Eugene.

**Sunday E. Dick**, HMW 2 to HMF 1, Oakridge.

**Jeffrey L. Drago**, HE 2 to HE 3, Salem.

**Philip A. Dugas**, ET 1 to ET 2, Milwaukie.

**Rodney L. Eden**, HMW 3 to HMW 4, Ontario.

**Lisa M. Flansberg**, clerical specialist to mgmt. asst. A, Salem.

**Patricia A. Francis**, weighmaster to materials testing engr., Salem.

**Charles E. Godfrey**, ET 2 to HE 1, Eugene.

**David A. Goodwin**, HE 1 to HE 2, Salem.

**Jeffrey L. Gower**, HE 1 to HE 2, Bend.

**Dolores Gray**, clerical assistant to clerical specialist, Salem.

**Rodney E. Hanley**, ET 2 to HE 1, Coquille.

**Martin G. Havig**, SHE B to HE C

Roseburg.

**William D. Hedlund**, ET 1 to ET 2, Salem.

**Craig L. Holt**, HE 1 to HE 2, Salem.

**Lyle G. Howell**, HMF 1 to HMS B,

Klamath Falls.

**Randall A. Iles**, HMW 2 to HMW 3,

Cascade Locks.

**George R. Johnson**, HMW 3 to HMS A,

Corvallis.

**Mark D. Johnson**, ET 1 to HE 1, Salem.

**Randi M. Kobernik**, HE 1 to HE 2, Salem.

**Richard A. Kuehn**, SHE D to SHE E

(final design eng.), Salem.

**Richard L. Lowell**, HMW 2 to HMW 3,

Chiloquin.

**Marvin E. Lundy**, HE 1 to HE 2, Salem.

**Richard W. Nathe**, HE 1 to HE 2, Salem.

**Jarit F. Pitochelli**, ET 2 to ET 3, Salem.

**Robert C. Pool**, SHE D to SHE E

(location eng.), Salem.

**George P. Sackinger**, HE 1 to HE 2, Salem.

**Raymond J. Salisbury**, ET 2 to ET 3, Salem.

**David L. Schlick**, engineering aide (EA) to

ET 2, Portland.

**Carrie Lee Smith**, EA to ET 1, Portland.

**Jack L. Solterbeck**, HE 2 to HE 3, Salem.

**Luther H. Steward, Jr.**, HMF 1 to HMS B,

Arlington.

**Donald L. Stuck**, HMS C to HMS D,

Klamath Falls.

**Michael Swan**, HE 1 to HE 2, Salem.

**Terry R. Thames**, EA to HE 1, Salem.

**Allan P. Troyer**, HE 1 to HE 2, Salem.

**Billy D. Tucker**, HMW 3 to HMF 1, Sisters.

**Victoria Vannice**, secretary to admin.

asst., Salem.

**David D. Warrick**, ET 1 to HE 1, Salem.

**Stephen R. Wilson**, HE 3 to HE 4, Salem.

### Motor Vehicles Division

**Dan Dlugonski**, clerical specialist, Salem, to motor vehicle representative (MVR) 1, Beaverton.

**Susan Rogers**, data entry operator to clerical specialist, Salem.

**William Kelley**, clerical assistant to clerical specialist, Salem.

**Jean Dixon**, clerical assistant to clerical specialist, Salem.

**Harley Poole**, MVR 1, East Portland, to MVR 2, Beaverton.

**Julie Klopfer**, clerical assistant to clerical specialist, Salem.

**Arlene Ramsay**, MVR 2, Woodburn, to MVR 3, north region supervision, Beaverton.

**Ricardo Cammack**, MVR 1, North Portland, to MVR 2, Woodburn.

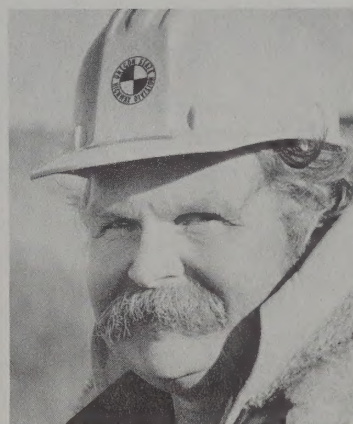
**Judy Sheffer**, clerical assistant, dealer investigation, Portland, to MVR 1, Forest Grove.

**Betty Vinarskai**, clerical assistant to clerical specialist, Salem.

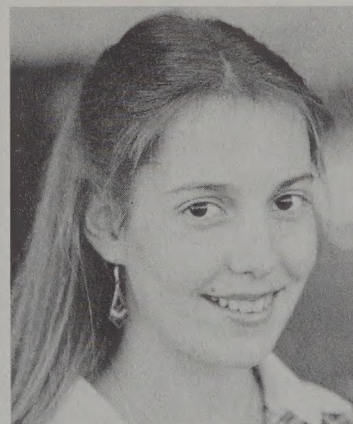
### Parks Division

**Ronald J. Olson**, park aide to park ranger 1, Cove Palisades State Park.

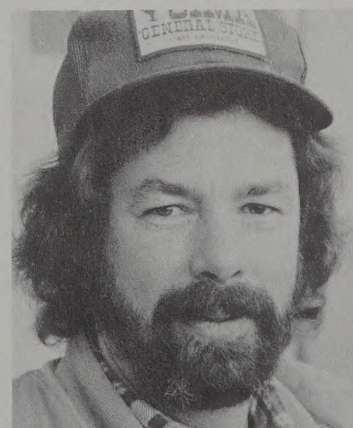
**James P. Smith**, park aide to park ranger 1, Florence.



Carleton Coffey, HE 1



Carrie Lee Smith, ET 1



Rodney L. Eden, HMW 4



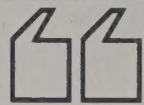
# On the job with ... Ray Wilson

By John Elliott  
Parks Information Officer

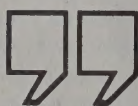
Thwarted until now by war and the economic realities of life, Ray Wilson is not far from achieving one of his life's ambitions.

"It looks like I'll have time to become a full-time rancher," he says. "Finally."

Retirement as state parks land supervisor is in the probable near future, he says. And while he likes what he does a lot, he has hankered to be a rancher a long, long time.



**Parks benefit so much from the generosity of Oregonians.**



It probably goes back to his teens when he spent a couple of summers coaxing strings of pack mules loaded with supplies up the mountains of his native southern California for Forest Service fire lookouts.

Along came World War II and the 18-year-old volunteered for the Tenth Mountain Infantry Division, a unit which didn't own or use a motorized vehicle. They relied on skis or pack mules, and Wilson specialized in the latter.

He took part in the Italian Campaign and was in the foothills of the Alps when the war in Europe ended. The division was scheduled for service in the Pacific, but the atom bomb was dropped and the unit disbanded, converting the nearly 21-year-old staff sergeant into a civilian once more.

He enrolled in agricultural college, learning from a wise professor in his first animal husbandry class that about the only way to raise enough money to acquire a cattle ranch was through inheritance or marriage. With neither on the immediate horizon, the young man became an oil field roustabout and then an independent insurance and real estate agent in the Santa Barbara area.

He bought a farm, primarily as an investment, 12 miles northwest of Salem in 1961 and moved there a

year later when he accepted a job with the Highway Division's Property Management Unit. Although that place was later sold, he now has a half interest in another parcel that he helps farm part-time.

Wilson's first boss in the Highway Division was Bill Haskin, and he says his first task taught him "the art of building disposal." He was assigned to the Stadium Freeway project in Portland when 20 to 30 buildings were being removed at a time.

Later in Salem, he got involved in

real property appraisals and right-of-way negotiations, helped acquire land for Nehalem Bay State Park and says he "jumped at the opportunity" when Dave Talbot, parks administrator, offered him a job in 1969.

After being in a situation where highway right-of-way acquisition required an agent to "drive up to someone's home to take it away

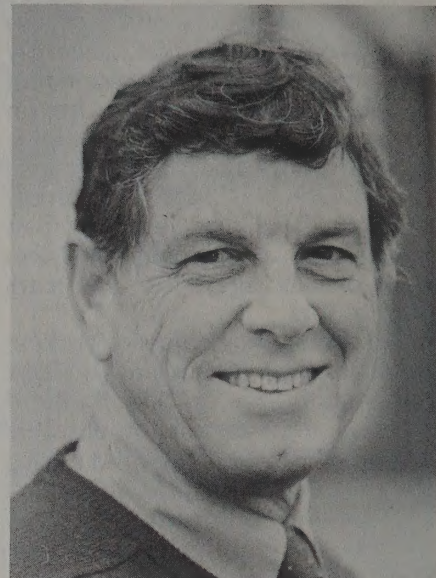
from them," he says he viewed the parks' business as "apple pie and motherhood. And it has been."

He looks back on his career with parks as a series of interesting challenges. Within that general category he includes the political excitement associated with putting the Willamette Greenway program together, acquiring the series of beach access points along the Oregon coast, participation in purchase of the Lower Deschutes River Canyon, and a variety of others.

Wilson has been deeply involved in acquisition activities on Tillamook Head and Cape Kiwanda, while the focus lately has shifted to the Columbia River Gorge.

That occurs, at least in part, because of the generosity of Leo Cieslak, a Silverton resident who left an estate worth more than \$750,000 to parks less than a year ago. In addition to land added to Silver Falls State Park, the donation leveraged matching federal funds for acquisitions elsewhere, including the Gorge.

Support such as that stirs Wilson to exclaim, "State parks benefit so much from the generosity of



Oregonians and nonresidents alike."

He believes donors "like the system and feel comfortable that their property will be used for public purposes." Donations often "come to us unsolicited and normally with no strings attached," he says.

Whether it's a \$300,000 gift on Tillamook Head or the \$400,000 donation of Illinois River State Park or a recent 20-acre addition to Sarah Helmick State Park, "people do it all the time," he says. Users of Oregon state parks directly share in the good fortune as a result, he says.

Wilson, the most recent winner of the Samuel Boardman Service Award as the outstanding state parks employee in Salem, still has a lot of friends in Santa Barbara, "but this is home now," he says. It is the place where his children--Brett, 20, a junior at Yale University, and Bonnie, Salt Lake City, a graduate of Oregon State University--were raised.

And it is here that Wilson and his recent bride, Gerri, formerly a Canadian school teacher and now employed in the legislative counsel office, will make their retirement home.

He will devote some time to farm and ranch property real estate sales, "but I'll probably also devote more time to farming," he says.



RAY WILSON visits with Byron LaFollette, who leases farmland within Willamette Mission State Park.

## Retirees Report

**John C. Jenkins**, 4093 Straw Dr. N., Keizer 97303. Ret. Hwy materials engineer 1983.

Church and civic activities have kept John busy since his retirement.

For 15 months he chaired a search committee for a new pastor. As a member of the Keizer planning commission, he's put in many hours developing a comprehensive plan for the new city.

He's also active in the Keizer Rotary with projects such as an auction to raise money to sponsor international exchange students.

In anticipation of a trip to Mexico someday, he's enrolled in a second year of Spanish classes.

He and his wife, Gina, retired from the Corrections Division, are both members of retiree groups from their respective divisions.

**Clint Deyo**, P.O. 156, Depoe Bay 97341. Ret. Hwy 1976, chief weighmaster.

Life after retirement "is going as

planned," Clint reports.

Part of that planning started with construction of a home in Depoe Bay two blocks from the ocean. For 10 years he and his wife, Libby, wired, plumbed, hammered and painted so the house would be ready at retirement.

Clint likes to fish, and Libby likes to read and watch the ocean. He maintains two crab pots in the bay all year.

He said they enjoy entertaining the many friends and relatives who come to visit.

**Marvin Ball**, 1841 7th N.E., Lincoln City 97367. Ret. Hwy 1983, HMW 2.

After 36 years of work, Marvin is "taking it easy and catching up on yard work," he said.

His wife, Judy, kidded that he's even learned to enjoy watching a soap opera in his spare time. He also polishes agates and does various rock work.

But his favorite hobby takes him to Reno, where "we paid for our vacation last trip," he said.

**Earl Henricks**, 6941 Rainbow Dr. S.E., Salem 97306. Ret. Hwy 1974, shop mechanic.

You'll often find Earl at the pool table or playing shuffleboard at the Salem Senior Citizen Center, where he has served as a volunteer. Earlier in retirement he also volunteered with the Red Cross.

At home he keeps busy caring for livestock.

**Les Farnam**, 915 N. 16th St., Salem 97301. Ret. Hwy 1963.

Following a 45-year career as a driver for various commissioners and governmental officials, Les spent his first 10 years of retirement on the road.

With a boat on top of a station wagon, he drove his grandchildren through Canada. Then he took charter bus trips covering the entire

U.S. Next he broadened his territory by travelling to New Zealand, Australia, Japan and Hawaii.

He enjoyed the scenery and the acquaintances he made so much that he soon visited Europe and South America as well. "Now when I see foreign events on the news, I know what they're talking about," he said.

In recent years he's stayed closer to home, but has managed to take a few short trips to neighboring states.

## Let us know . . .

Retired ODOT employees are requested to stop at headquarters, call 378-6546, or send summaries of recent activities to: VIA editor, Public Affairs, 140 Transportation Building, Salem 97310.